

AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

CAMHS JOB DESCRIPTION

Job Title:	Primary Mental Health Specialist (South Gloucestershire Social Care Team)
Pay Band:	Band 7
Hours:	30 hours per week
Department:	Child and Adolescent Mental Health Service
Accountable To:	CAMHS Clinical Service Manager / Primary Mental Health Specialist Clinical Lead
Location/Base:	S Glos various locations.

Job Purpose:

- Assess and formulate the mental health, emotional and psychological needs of children and young people who are involved with South Gloucestershire Social Care
- Provide an outreach model and systemic approach to help engage and provide intervention to children, young people and their families. To include, attending multi-agency meetings.
- Provide mental health consultation and reflective sessions to Social Care practitioners
- To be a link and a bridge between CAMHS and Social Care providing CAMHS referral guidance, signposting and consultation
- Provide mental health training to Social Care staff

AWP Recovery Statement

We in AWP place recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- _ Hope
- _ Partnership
- _ Maximising opportunities every day, in all that we do.

Patient Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with our Trust.

Living our Values – Shared Statement

In all your contacts with our stakeholders, your behaviours should reflect whole heartedly the Trusts PRIDE values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

Dimensions:

Budget Managed: £0

Number of staff responsible for: 0

Key Result Areas

Clinical Responsibilities

- To provide specialist child and adolescent mental health consultation and support to professionals working in partner agencies.
- To participate in the development and delivery of specialist child and adolescent mental health training initiatives within the schools and wider programmes of multi-agency joint training.
- To assess, develop, implement and evaluate therapeutic interventions and to be responsible of the management of own caseload from referral to discharge.
- To work jointly with staff from other agencies in direct work with children and young people and their families.
- In collaboration with other disciplines and agencies to explore, develop and implement ways of promoting child and adolescent mental health.
- To contribute to the formulation of multi-agency strategies aimed at preventing and intervening early with regard to emotional and mental health problems in children and young people.
- When appropriate within the role to engage in joint work with other specialist CAMHS personnel as agreed with CAMH services manager.
- To develop effective liaisons with referrers, and those contributing to referrals, to specialist CAMHS (for example GP's, Community Paediatricians, School Health Nurses, teachers, learning mentors, social workers) and to guide referrers to appropriate resources for children and young people with mental health needs.
- To attend CAMHS meetings and case discussions as appropriate.
- To practice within current legislation governing the delivery of services to children and young people, such as that for Looked After Children and the Safeguarding of children as defined in the Children Act (1989, amended 2004) and local guidelines.
- To comply with the Continuing Professional Development (CPD) requirements of their professional body.
- To comply with any necessary data collection and information sharing across agencies in line with Trust guidelines on confidentiality.
- To participate in regular reviews of cases and attend case discussions, conferences and reviews as appropriate.

Professional Responsibilities

- To offer supervision/ training/ consultation to other professionals as appropriate
- To participate in suitable personal clinical supervision (as provided) and ensure that time is available to undertake this effectively.
- To keep records and to provide clinical reports on interventions and outcomes.
- To develop and sustain links and working relationships with the different community based CAMH teams.

- To work within relevant legal and professional frameworks such as The Children Act and Professional Body guidelines.
- To work within the guidelines of Clinical Governance and employing NHS Trust policies.
- To ensure that, as far as possible, practice is evidence based, keeping informed of current practice by undertaking training as appropriate and as required by professional guidelines (e.g. NMC training requirements or Primary Mental Health Work standards and training).
- To explore, research and develop further innovative ways to promote positive mental health

Research and Development

- To inform and influence child mental health strategy including the development of joint agency protocols for pathways of care, intervention or treatment, joint planning and collaborative working relationships.
- To participate in identifying service needs and gaps across agencies with regard to children and young people's mental health.
- To participate in obtaining service users' views and to involve service users in the design and delivery of accessible CAMH provision in the community.
- To participate in audit, evaluation, teaching and research as agreed with line manager.

Management

- To manage a placement for students as appropriate in discussion with Line Manager.

Other Duties

The postholder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

Communications and Working Relationships

The key people / roles with whom the post-holder will work most closely are Social Care Teams in South Gloucestershire. Also regular liaison and input into the South Gloucestershire CAMHS team, the AWP CAMHS Getting Advice Team and wider Bristol & South Gloucestershire PMHS team.

Most challenging part of this role

The challenges of this role include:

- working across multiple teams with different recording systems, processes and referral criteria.
- Representing CAMHS when based in local authority settings.
- Staying up to date and involved with CAMHS processes and policies.
- Working independently in a variety of settings.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential

Equality and Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

PERSON SPECIFICATION
Band 7 CAMHS Social Care Primary Mental Health Specialist

Essential knowledge, skills and experience

- Professional qualification and registration in a relevant discipline, eg Nursing, Social Work, Family Therapy, Arts Therapies, OT, Psychology and Psychotherapy
- Formal post-graduate diploma level qualification in a relevant field eg CYP-IAPT training, AMHP, CBT, Brief Therapy or can demonstrate an equivalent level of knowledge and expertise gained in practice, alongside a willingness and relevant competence to apply for and complete
- Significant post-qualifying clinical experience of working with multiple agencies
- Excellent knowledge of child development
- Experience of providing consultation to professionals
- Experience of providing training/workshops to professionals and/or parents
- Clear record of ongoing continuing professional development
- Experience of working directly with children, young people and families
- Ability to work with young people and their families from a wide range of social, cultural and minority ethnic backgrounds.
- Ability to work autonomously, and organise and prioritise workload
- Demonstrates significant experience as a Care co-ordinator of complex cases.
- Experience in prioritising and managing own workload
- Experience of motivating and engaging others in challenging situations to maintain progress towards goals
- Demonstrates excellent communication skills, both written and verbal particularly relating to sensitive and effective written communication with service users and carers
- Demonstrates the ability to work constructively with people across the organisation and with relevant external partners, engendering confidence in others
- Confident in presenting complex information to varied audiences
- IT literate with an ability to use a wide range of programmes eg CYP-IAPTUS, Microsoft Office suite including PowerPoint as required.
- Able to deal effectively with multiple deadlines and competing priorities
- Able to demonstrate personal resilience in the face of change

Desirable knowledge, skills and experience

- Significant post-qualifying experience of working in NHS CAMHS
- Experience gained from working in both health and social care
- Training and/or experience of working systemically and/or using an outreach approach.
- Experience of working with complex mental health presentations
- Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport.
- Good knowledge of Signs of Safety and its use in children's services

Attitude, Aptitude and Personal Characteristics

- Able to build constructive relationships with warmth and empathy, using good communication skills
- Sufficient resilience to cope with difficult interpersonal situations, competing demands and tight timescales

- Treats service users with respect and dignity at all times
- Enthusiastic, flexible and confident approach to working
- Able to prioritise own workload
- Willingness and ability to learn new skills and adapt to change
- Honest, enthusiasm and a sense of loyalty
- Conducts self in a professional, courteous manner at all times and able to maintain professionalism in an often emotionally challenging environment
- Demonstrates core values